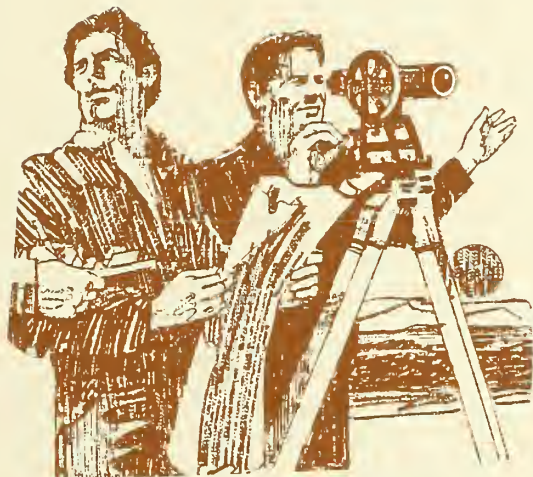


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Career Paths II

Forest Service Careers



United States
Department of
Agriculture



Prepared By
Forest Service
Alaska Region
R10-MB-112

944506



United States
Department of
Agriculture

Forest
Service

Region 10

Tongass National Forest
Ketchikan Area
Federal Building
Ketchikan, AK 99901

Reply To: 6100

Date: September 15, 1990

Subject: Career Counselling

To: Region 10 Employees

Two years ago, as a result of requests made during some internal career days on the Ketchikan Area, we published a Career Path book showing some of the paths line and staff officers in the Region had followed to get to where they are today. The enclosed is an update of that first effort. As in the first issue, participation was voluntary, so the enclosed package does not, by any means, provide full coverage of all the career paths used in the Region. Those who did respond did so sincerely and in some depth. Except for some changes to conform to format, their responses are unedited.

Use this information to help make decisions about your own career. Only you and your family can balance the personal and career choices that you will make in the years to come. We hope that the responses enclosed will help you to weigh the consequences of accepting or not accepting the opportunities and challenges before you.

I want to thank each of the people who contributed biographical information for this package.

J. MICHAEL LUNN
Forest Supervisor

Enclosure



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Name: Michael A. Barton
Current Position: Regional Forester

Education (University, Degree, Year of Degree):

University of Michigan, 1961
B.S., Forestry

University of Michigan, 1965
M.S., Forest Hydrology

Forest Service Experience:

1963-1964	Research Technician, Lake States and Intermountain Area
1965-1968	Watershed Scientist, Superior NF, R9
1968-1971	Chief, Water Quality Section, R9
1971-1974	Deputy Forest Supervisor, Ottawa NF, R9
1974-1976	Water Rights & Water Quality Specialist, WO
1976-1977	Program Evaluation & System Development Specialist, WO
1977-1979	Director, Watershed Management, WO
1979-1984	Deputy Regional Forester, R10
1984-	Regional Forester, R10

Other Work Experience:

U.S. Army

Awards/Recognition:

USDA Superior Service Award in 1970
USDA Superior Service Award in 1988

Community and Professional Society Involvement:

Society of American Foresters
Soil Conservation Society of America
Rotary
Gastineau Channel Little League, Inc

Career Goal When Hired by the Forest Service:

To manage natural resources.
To make \$10,000 a year.

Things I Wish I had Learned in College:

More political science and social science.

Other Thoughts on Career Development:

Never pass up an opportunity to take on more responsibility.

Name: Bruce Van Zee
Current Position: Forest Supervisor

Education (University, Degree, Year of Degree):

Humboldt State
B.S., Forest Management, 1962

Forest Service Experience:

1964-1967	Forester (GS-5/7), Gasquet RD, Six Rivers NF, R5
1967-1969	Appraisal Spec. (GS-9), Shasta-Trinity NF (S.O.), R5
1969-1971	Block Forester (GS-9), Hayfork RD, Shasta-Trinity, R5
1971-1973	District TMO (GS-11), Hayfork RD, Shasta-Trinity, R5
1973-1974	Dist. Resouce Off. (GS-11), Hayfork RD, Shasta-Trinity, R5
1974-1978	District Ranger (GS-12), Santa Lucia RD, Los Padres, R5
1978-1986	Timber Staff (GM-13), Tahoe NF, R5
1986-1990	Legislative Aff. (GM-14), Washington Office
1990-	Forest Supervisor (GM-14), Chugach NF, R10

Other Work Experience:

California Department of Plant Quarantine, Sawmill Worker, US Army

Community/Professional Affiliations:

Society of American Foresters, Cub Scoutmaster, Community Concert Association, other community groups.

Career Goal When Hired by the Forest Service:

Forest Timber Staff

Things I Wish I had Learned in College:

Deficient in the Arts and Philosophy. Also, wish I had taken more Social Studies, like Cultural Anthropology. (Have since followed up, taking evening classes - but it would have been nice to have that development in college. In retrospect, it seemed that foresters and other natural resource majors were not encouraged toward subject areas outside of their field.)

Other Thoughts on Career Development:

Well, I truly believe that today is a better climate for career development than ever before. Early in my career, the "boss" usually established your training and guided your career and, if you were smart, you went along. Times have changed - they may not be perfect, but employees are treated more humanely, family is given more consideration, and the agency is increasingly flexible. More career options exist and we all have a better shot at guiding our respective futures.

Name: Gary Morrison
Current Position: Forest Supervisor, Chatham Area

Education (University, Degree, Year of Degree):

Montana State University, 1969
B.S., Geology

University of Montana, 1969-1972
3 years post graduate work, Forestry

Forest Service Experience:

1972-1973	Range Tech (GS-5), Deerlodge NF, R1
1973	Geology Tech (GS-7), Deerlodge NF, R1
1973-1974	Recreation Forester (GS-7), Los Padres NF, R5
1974-1975	Recreation Officer (GS-9), Los Padres NF, R5
1975-1976	Asst Resource Officer (GS-9), Los Padres NF, R5
1976-1977	Resource Coordinator (GS-11), Fremont NF, R6
1977-1981	Rec/Wilderness Planner (GS-11), Mt. Baker-Snoqualmie and Wenatchee NF's, R6
1981-1982	Recreation Mgmt. Spec. (GS-12), R10
1982-1984	Recreation Group Leader (GM-13), R10
1984-1986	Deputy Forest Supervisor (GM-13), Monongahela NF, R9
1986-1988	Alaska Affairs Coordinator (GM-14), WO
1988-	Forest Supervisor, Chatham Area, R10

Awards/Recognition:

Certificate of Merit, 1981
Certificate of Merit, 1982
Certificate of Merit, 1984

Community and Professional Society Involvement:

Society of American Foresters
Society for Range Management

Career Goal When Hired by the Forest Service:

GS-11 Resource Asst on a RD in Western Montana

Things I Wish I had Learned in College:

Better writing and speaking skills, more about human behavior

Other Thoughts on Career Development:

Know your immediate next career goal.
Be willing to move.
Meet as many Forest Service folks as possible.
Seek details to other units and special assignments (task forces).

Name: Ron Humphrey
Current Position: Forest Supervisor

Education (University, Degree, Year of Degree):

Michigan State, BS (forestry), 1965; MS (resource development), 1968.

Forest Service Experience:

1986-1988	Dep. Forest Supervisor (GM-13), Toiyabe, R4
1983-1986	District Ranger (GM-13), Willamette, R-6
1980-1983	District Ranger (GS-12), Kootenai, R1
1977-1980	TMA (GS-11), Zigzag RD, Mt. Hood, R6
1969-1977	Various timber and other resource jobs in R6, (GS-9&11)
1968-1969	Job Corps Forester, Huron-Manistee, (GS-9), R9
1965-1967	Multiple-use forester, Hiawatha NF, (GS-7), R9
1962-1964	Seasonal firefighter, Payette NF, R4

Community/Professional Affiliations:

Petersburg Barbershop and Community Chorale Group, Rotary Club
(President-elect), Petersburg Trout Unlimited, Salvation Army Advisory
Board, Rocky Mountain Elk Foundation, Audubon, Federation of Fly- fishers,
SAF.

Career Goal When Hired by the Forest Service:

District Ranger

Things I Wish I had Learned in College:

Consensus building skills.

Other Thoughts on Career Development:

Learn to work with people; get board-based experience; learn to listen;
keep your ego in perspective; be a good land steward.

Name: J. Michael (Mike) Lunn
Current Position: Forest Supervisor, Ketchikan Area

Education (University, Degree, Year of Degree):

Oklahoma State University, 1968
B.S., Forest Management

Forest Service Experience:

1968-1970	Forester (GS-7), Timber Inventories, R4
1970-1972	Forester (GS-7), TM, Rn, WL, Ashton RD, Targhee NF, R4
1972	Forester (GS-9), Rn, WL, R, Big Piney RD, Bridger NF, R4
1973-1976	Forester (GS-9), Asst Ranger, Judith RD, Lewis & Clark NF, R1
1976-1977	Forester (GS-9), Rn, WS, Lochsa RD, Clearwater NF, R1
1977-1978	Writer/Editor (GS-11), Nexperce NF, R1
1978-1980	Forester (GS-11), Resource Asst, Salmon River RD, Nezperce NF, R1
1980-1983	District Ranger (GS-12), Warner Mtn. RD, Modoc NF, R5
1983-1986	Staff Officer, Planning and Rn (GM-13), Okanogan NF, R6
1986-1987	Group Leader, National Forest Planning (GM-14), R8
1988	Forest Supervisor, Ketchikan Area, R10

Other Work Experience:

ICS Safety Officer, numerous details to W0, R0

Community and Professional Society Involvement:

Society of American Foresters
American Forests Association

Career Goal When Hired by the Forest Service:

Initially, to make \$12,000/year, but within two years had establish goal as Forest Supervisor

Things I Wish I had Learned in College:

More emphasis on communication skills, human behavior, philosophy

Other Thoughts on Career Development:

People need to be realistic about their potential, and track their progress throughout their careers. If you aren't getting jobs, find out why and strive to improve yourself. Performance on your current job is of utmost importance. Also, we make choices throughout our career. If a person decides to stay in one job for an extended stay (over five years), then it must be accepted that competitiveness will suffer in the future. Conversely, there are often high personal costs associated with frequent moves. There are seldom easy choices in the long run.

Name: Joy E. Berg
Current Position: Deputy Forest Supervisor, Ketchikan Management Area

Education (Univeristy, Degree, Year of Degree):

University of Wisconsin - Stevens Point, 1972
B.S., Mathematics

University of Wisconsin - Madison, 1973
M.S., Forest Economics

Forest Service Experience:

1975-1977	Resource Forester (GS-7/9), Palomar RD, Cleveland NF, R5
1977-1979	Program Analyst (GS-9, 11), Cleveland NF, R5
1979-1980	Student, Michigan State University (FS program)
1980-1981	Economist (GS-12), PPB/LMP, R0, R3
1981-1983	Planning Staff (GS-12), Lincoln NF, R3
1983-1985	District Ranger (GS-12), Hoonah RD, Chatham MA, R10
1985-1988	Group Leader - Admin Mgmt (GS-13), R0, R9
1988-	Deputy Forest Supervisor (GS-13), Ketchikan MA, R10

Other Work Experience:

Peace Corps Volunteer, teaching at Forestry Training School, Ghana, West Africa

Awards/Recognition:

Cash award, 1983, for Lincoln NF Forest Plan
Cash award, 1987, for R9 Ranger's Conference planning and implementation
Cash award, 1987, for National Roads Group task force accomplishments

Community/Professional Society Involvement:

Member SAF, co-chair of Human Resource Working Group Program for 1988 National Convention

Career Goal When Hired by the Forest Service:

Forest Supervisor

Things I Wish I had Learned in College:

Business Management/Administration
Communications

Other Thoughts on Career Development:

Once you decide what you want from your life, decide what you want from your career -- then give it all you can.

Name: Jim Franzel
Current Position: Sitka District Ranger

Education (University, Degree, Year of Degree):

University of Washington, 1975
B.S., Fisheries Biology

Forest Service Experience:

1976-1977	Biological Tech. (GS-5), Petersburg RD, R10
1977-1980	Fish Biologist (GS-7-9), Petersburg RD, R10
1980-1987	F&W Staff Ass. (GS-11), Petersburg RD, R10
1987-1990	Forest Fish Biologist (GS-12), IPNF, R1
1990-	District Ranger (GS-12), Sitka RD, R10

Other Work Experience:

Fish Biologist- University of Washington- Fisheries Research Institute,
Seabeck Washington
Fish Plotter- National Marine Fisheries Service, Columbia River.

Community/Professional Affiliations:

Over the years, I have been active in the Boy Scouts, Volunteer Fire Department, Rotary Club, Petersburg City Council, and the American Fisheries Society. Now that my wife and I have young children, I'm not active in anything anymore!

Career Goal When Hired by the Forest Service:

I wanted to be active in fish biology, but my career goals were really quite vague.

Things I Wish I had Learned in College:

I think some business management type classes would have been useful. Forestry also- I hadn't even heard of the word "silviculture" when I went to work for the Forest Service.

Other Thoughts on Career Development:

I think an important aspect of career development is to not let it consume you. We have too many upper level employees in the Forest Service that are so busy promoting their own careers that they have lost sight of why we come to work every day.

Name: Richard K. Kohrt
Current Position: District Ranger, Wrangell RD

Education (University, Degree, Year of Degree):

U. of Florida, B.S., 1959

Forest Service Experience:

1959-1963	Forestry Tech/Forester (GS-5&7), Siskiyou NF, R6
1963-1967	Forester (GS-9), Sitka RD, R10
1967-1970	Forester (GS-9), Wrangell RD, R10
1970-1974	Forester (GS-11), Petersburg RD, R10
1974-1980	SO Asst Timber Staff, Ketchikan Area, R10
1980-	District Ranger, Wrangell RD, R10

Other Work Experience:

Forestry Instructor, Ketchikan Community College, 2 years

Awards/Recognition:

SAF-Chapter Chairman 1984, Alaska State Chairman 1981 and 1982
Wrangell Chamber of Commerce Board Member 6 years, VP 3 years

Career Goal When Hired by Forest Service:

Find a job in forestry. Goals evolved and changed throughout career.
Early goal was to be District Ranger at Wrangell.

Things I Wish I Had Learned in College:

More people management skills, communication skills, writing, speaking and listening.

Other Thoughts on Career Development:

A good work record is worth its weight in gold. Poor performance and burning bridges will follow you throughout your career. Learn to communicate with people. You may be the best biologist or forester but if you can't communicate with your fellow workers and the public, your abilities go unnoticed.

Name: Logan Lee
Current Position: District Ranger, Ketchikan Ranger District

Education (University, Degree, Year of Degree):

Colorado State University, 1978
B.S., Forest Biology

Forest Service Experience:

1974-1975	Emergency Firefighter(AD-1), R2
1976-1978	Suppression Crewmember(GS-3/4), Alsea RD, Siuslaw NF, R6
1978-1981	BD Crewleader(GS-5), Heppner RD, Umatilla NF, R6
1981-1983	Fuels Forester(GS-5/7/9), North Bend RD, Mt Baker-Snoqualmie NF, R6
1983-1985	Silviculture & Timber Sale Planning Forester(GS-9), Skykomish RD, Mt Baker-Snoqualmie NF, R6
1985-1988	Cooperative Fire Specialist(GS-11), S7PF, R10
1988-	District Ranger(GS-12), Ketchikan RD, Tongass NF, R10

Other Work Experience:

Served as member of the College of Forestry Governing Board. Worked on coordinated symposiums involving technical sessions and field events. Non forestry related work in sales and food service from the age of 17.

Community/Professional Affiliations:

National Association of Female Executives, Federally Employed Women, SAF, Women in Firefighting.
Local natural resource networks, Girl Scouts, youth sports coach.

Career Goal When Hired by the Forest Service:

The year round opportunity to work in the woods.

Things I Wish I had Learned in College:

Business administration
Budgeting of time and funds
More communication skills

Other Thoughts on Career Development:

When making a decision on whether or not to put in for a job be sure to use a pen and write down the pros and cons. Make yourself look at every facet of the decision and then make an informed one. Competition for advancement is tough and becoming increasing political. You need to recognize it and use that knowledge as you plan your future.

Name: Mark J. Madrid
Current Position: District Ranger, Cordova RD, Chugach NF

Education (University, Degree, Year of Degree):

Colorado State University B.S., Wildlife Management 1973
Graduate school-Univ. of Washington and Oregon State University 1983-1984

Forest Service Experience:

1975-1976	Forestry Technician (GS-5), Helena NF, Lincoln RD, R1
1977-1977	Forestry Technician (GS-5), Shoshone NF, Greybull RD, R2
1977-1978	Supervisory Forestry Tech. (GS-5), Rio Grande NF, Conejos RD, R2
1978-1980	Wildlife Biologist (GS-7/3), White River NF, Blanco RD, R2
1981-1983	Wildlife Biologist (GS-9/3), Tongass NF, Wrangell RD, R10
1983-1984	Wildlife Biologist (GS-11/12), Tongass NF, Wrangell RD, R10
1984-1987	Wildlife Biologist (GS-11/3), Olympic NF, R6
1987	Acting Nat. Resource Plan. (GS-401-12/2), Olympic NF, R6
1987-1988	Wildlife Biologist (GS-11/5), Olympic NF, R6
1988-1989	Wildlife Biologist (GS-12/2), Olympic NF, R6
1989-	District Ranger (GS-460-12/4), Chugach NF, Cordova RD

Community/Professional Affiliations:

Board of Directors Cordova Electric Cooperative
Member of Wildlife Society and Society of American Foresters

Career Goal When Hired by the Forest Service:

Initial appointment was as a timber forestry technician. Goal was to be a Forest/Regional wildlife biologist.

Things I Wish I had Learned in College:

The politics of organizations, managerial skills, personal interactions.

Other Thoughts on Career Development:

Two thoughts; 1) Take your time, learn the position you are in honing those skills that will help you attain your career goals and; 2) Get as varied as work experience as you can.

Name: Paul Brewster
Current Position: Monument Ranger, Misty Fiords National Monument

Education (University, Degree, Year of Degree):

University of Massachusetts, B.S. Forestry, 1976
Michigan State University, M.S. Natural Resource Economics and Policy
Analysis, 1985

Forest Service Experience:

1976	Forestry Tech (GS-4), Regional Office, R6
1980-84	Forester(Silvi) (GS-5 7/9), Paisley RD, Fremont NF, R6
1984-85	Long-term FS Training Program, Michigan State University
1985-87	Forest Planner/Economist/Analyst (GS-11), Chippewa NF, R9
1987-89	Resource Mgt Specialist (GS-12), interagency assignment to National Park Service Appalachian Trail Project, attached to USFS WO Recreation Staff
1989-	Monument Ranger (GS-12), Misty Fiords NM, R10

Other Work Experience:

Forester, US Peace Corps, Liberia, West Africa
Forestry Tech, Univ. of Mass Experimental Forest and Sawmill
variety of summer and part-time jobs during school years including
carpentry, painting, landscaping, grocery store, vendor

Community/Professional Affiliations:

Emergency Medical Tech, 1980-84, volunteer ambulance service
National Ski Patrol, 1985-87, volunteer
Society of American Foresters, 1975-

Career Goal When Hired by the Forest Service:

Do the best I could in my current assignment while trying to learn as much
as possible about the range of resource-related programs the Forest Service
deals with. Continue to challenge myself professionally with an eye
towards seeking out progressively more responsible positions.

Things I Wish I had Learned in College:

Gain working fluency in a second language (preferably French or Spanish).
I did not take any further foreign language following high school and Peace
Corps taught me the value of having fluency in a second language. Wish I
had taken some courses in philosophy.

Other Thoughts on Career Development:

Show an interest in your career by talking to supervisor about career
goals. Most good managers get satisfaction from assisting and sponsoring
talented people who show a sincere desire towards a career goal. Seek out
challenging, even offbeat assignments. I've certainly had my share. The
diversity of experience has been an asset and has made for an interesting
career. Continually seek balance between professional and personal life.
There are many trade-offs to made along the way and in the long-run family
and friends are what really count.

Name: Steve Segovia
Current Position: Ketchikan District Ranger

Education (University, Degree, Year of Degree):

Humboldt State University, B.S. Wildlife Management, 1981

Forest Service Experience:

1980-1982	Co-op ed (GS-4/5), Forest and Range Experiment, PNW, Wildlife Bio., Station, La Grande, OR, Station
1982-1987	Wildlife Bio. (GS-7/9), Fremont NF, Bly RD,
1987-1988	Wildlife Bio. (GS-9), Willamette NF, Blue River RD
1988-1989	Wildlife Bio./Program Mng (GS-11), Wenatchee NF, Naches RD
1989-1990	Deputy DR (GS-12), Thorne Bay RD, Ketchikan Area, R10
1990-	District Ranger (GS-12), Ketchikan Area, Tongass NF, R10

Community/Professional Affiliations:

The Wildlife Society, Ducks Unlimited

Career Goal When Hired by the Forest Service:

Research Scientist was my goal until I got into the Nation Forest System at which time it changed to District Ranger.

Things I Wish I had Learned in College:

I would have taken more communication classes, both speech and writing, as well as computer classes.

Other Thoughts on Career Development:

Be honest, sincere, watch, and listen. You are not always right. Build networks, support, and mentor/mentee relationships. You should be both mentor and mentee. There is no "right" path for reaching your goals as there used to be. That idea is breaking down rapidly, if not already gone. The important thing is to perform in your current position.

Name: Dalton Du Lac
Current Position: Oil Spill Coordinator

Education (University, Degree, Year of Degree):

Dartmouth College, B.A., 1954
New York State College of Forestry at Syracuse U., B.S., 1960
New York State College of Forestry at Syracuse U., graduate study, 1961

Forest Service Experience:

1961-1964	Forester (GS-7/9), Snoqualmie NF, R6
1965-1969	Res Asst (GS-11), Snoqualmie NF, R6
1969-1970	Timber Inv Proj Ldr (GS-11), Gifford Pinchot NF, R6
1970-1974	District Ranger (GS-11/12), Mt Baker NF, R6
1974-1978	District Ranger (GM-12/13), Willamette NF, R6
1978-1981	Group Leader (GM-13), R.O. Recreation, R6
1981-1983	Group Leader (GM-14), W.O. Recreation
1983-1989	Forest Supervisor (GM-14), Chugach NF, R10
1989-	Oil Spill Coordinator (GM-14), R.O., R10

Other Work Experience:

Army 1955-1957

Community/Professional Affiliations:

Society of American Foresters
Kiwanis International
Rotary International
Community Volunteer - various

Career Goal When Hired by the Forest Service:

District Ranger

Things I Wish I had Learned in College:

I am happy that I had a liberal arts education prior to entering forestry school. I think it provided a different and valuable perspective. My only wish is that I had taken more philosophy, because of its training in logic and fundamental approaches to problems. In graduate school, I took more forestry courses. Looking back I would now take more courses in business management, including written and oral communications.

Other Thoughts on Career Development:

Although one can make some generalizations about career development, it needs to be tailored to fit the individual. Each individual must take responsibility for their own development.

Name: Robert (Bob) E. Wilson
Current Position: Regional Director, Fiscal and Public Safety

Education (University, Degree, Year of Degree):

University of Denver (Colorado)
B.S., Accounting, 1966

Forest Service Experience:

1969-1970	Accountant (trainee) (GS-5/7), Regional Office, R2
1970-1971	Accountant (GS-9), Regional Office, R2
1971	Auditor (GS-9), Arapaho NF, R2
1971-1973	Budget/Acctg Analyst (GS-9/11), Arapaho NF, R2
1973-1979	Accountant (GS-11/12), Regional Office, R10
1979-1983	Accountant (GS-13), Washington Office
1983-	Director, F&PS (GS-13/14), Regional Office, R10

Other Work Experience:

Accounting position for mid-size corporation

Awards/Recognition:

Quality Step Increase 1977
Performance Award 1982

Community/Professional Society Involvement:

Member-Association of Government Accountants
Member-Alaska Peace Officers Association
Normally occupy Board or Officer position for church or other organization.

Career Goal When Hired by the Forest Service:

Budget and Finance Officer, National Forest level.

Things I Wish I had Learned in College:

Verbal and written communications, computers, report writing, LISTENING

Other Thoughts on Career Development:

1. There is a cost associated with learning and advancing, it is even necessary to pay "tuition" at the work place.
2. Remember - Acceptance of responsibility normally goes before a promotion -- not vice-versa.
3. Give of yourself -- without expecting something in return.
4. Consider transfers to other levels of the organization -- even the Washington Office.
5. Lateral transfers may end up in a promotion. Of my 4 transfers of stations, 3 were laterals.
6. Be realistic -- you too have limitations.

Name: Elbert O. Reed
Current Position: Regional Director for Management Services

Education (University, Degree, Year of Degree):

University of Montana
B.S., Forestry, 1966

Utah State Univ.
Recreation Short Course, 1978

Forest Service Experience:

1966-1967	Forester, (GS-5), Conejos RD, Rio Grande NF, R2
1969-1970	Forester, (GS-7), Tongue RD, Bighorn NF, R2
1970-1973	Forester, (GS-9), Medicine Wheel RD, Bighorn NF, R2
1973-1975	Forester, (GS-9/11), Ranger, Spanish Peaks RD, Pike-San Isabel NF, R2
1975-977	Forester, (GS-11), Ranger, Mancos RD, San Juan NF, R2
1977-1980	Forester, (GS-12), Ranger, Dillon RD, White River NF, R2
1980-1983	Forester, (GM-13), Budget Devel Gp, PD&B, P&L Dep, WO
1983-1985	Program Analyst, (GM-14), Systems Group, PD&B, P&L, WO
1985-	Director for Management Services, (GM-14), R10

Other Work Experience:

US Army, Aerial Surveillance Intelligence Officer
Line boss, Plans Chief

Awards/Recognition:

Cash Award - 1982, 1984 FS Budget preparation.

Community/Professional Society Involvement:

US Jaycees, Society of American Foresters, American Forestry Association,
American Society for Photogrammetry, and Remote Sensing

Career Goal When Hired by the Forest Service:

District Ranger

Things I Wish I had Learned in College:

Business management and marketing skills, interpersonal and human relations skills.

Other Thoughts on Career Development:

There are many ways for a person to achieve their potential and find rewards in their work. Too often we limit our vision to a single role model. The greatest rewards come when we match our inherent strengths and our inner selves to our vocation. The greatest difficulty I found was understanding myself, my natural abilities and weaknesses. The more I learn about me, the better able I am to see many ways to achieve fulfillment. As we come to understand ourselves we will find it possible and rewarding to have several different careers within our lifetime.

Name: Magnus E. Chelstad
Current Position: Director of Timber Management, Alaska Region

Education (University, Degree, Year of Degree):

Iowa State College, 1955
B.S., Forestry

Forest Service Experience:

1955	R3 Timber Inventory
1955-1957	US Army
1958-1963	Presale, Sale admin, Rec and Lands, Willamette NF, R6
1963-1965	Asst. Ranger, North Tongass NF, Petersburg RD
1965-1966	Asst Timber Staff Officer, North Tongass NF, Juneau (SO)
1966-1969	District Ranger, South Tongass NF
1969-1975	TM Staff Officer, South Tongass NF (later Ktn Area)
1975-1979	Forester, WO TM Staff (Timber Sales)
1979-1984	Group Leader, Timber Sales, RO R5
1984-	Director TM, Alaska Region

Awards/Recognition:

Cash Award 1965 - For preparation of Juneau Unit Sale
Cash Award 1982 - Development of National Timber Sale Procedures.
Cash Award 1984 - Leadership in timber sales R5

Community/Professional Society Involvement:

Craig, Alaska, school board member 1968-1969
Member Society of American Foresters--Alaska State Chair 1973
My wife & I served as Foster parents in a) Oregon b) In Alaska 1970-1975
for the high school boarding program c) For the Lutheran Social Services of
Washington, DC. We were also a host family for two exchange students-1983
student from Venezulea, 1984 student from Egypt.

Career Goal When Hired by the Forest Service:

District Ranger and Forest Supervisor. Never wanted to serve in the
Washington Office or San Francisco. Went to both places.

Things I Wish I had Learned in College:

Political Science, more economics, business law, psychology

Other Thoughts on Career Development:

It is important to stay flexible and mobile in an organization like the
Forest Service that is geographically and culturally diverse. Have to
recognize that personal career goals may not always be met, but that
doesn't decrease your worth to the organization, yourself, your friends,
your family and the public. You must maintain your personal,
organizational, and professional integrity and credibility.

Name: John C. Capp
Current Position: Director of Wildlife and Fisheries, Alaska Region

Education (University, Degree, Year of Degree):
Colorado State University
B.S. and M.S. Wildlife Biology; 1965, 1967.

Forest Service Experience:

1967-1969	District wildlife biologist, Lincoln NF, R3,
1969-1971	Forest Wildlife biologist, SO, Carson NF, R3
1971-1974	Reforestation specialist, Regional Office, R6,
1974-1977	Forest Staff Officer, Range/Wildlife/Watershed, Deschutes NF, R6
1977-1979	Regional Wildlife Program Mgr., RO, R5,
1979-1982	Regional Plan Team member and Leader, RO, R2
1983-1984	Leader, Denver Water Supply EIS team, RO, R2
1985-1986	Regional Wildlife Program Manager, RO, R2
1987-1989	National RPA, Planning, Appeals Coordinator-Wildlife/Fisheries, WO

Other Work Experience:

Congressional Fellowship, Senator Reid of Nevada, 1989 for seven months

Community/Professional Affiliations:

Active in The Wildlife Society - Founding president, College Student Chapter, President of two State Chapters, numerous national and chapter/section committees. Head of three national committees.

Active in Society of American Foresters - Chairman of Wildlife And fisheries Ecology Working Group

Member of National Geographic Society, American Fisheries Society, American Museum of Natural History, Windstar Foundation, Society for Conservation Biology, Little League and high school baseball summer coach, high school basketball summer coach, PTA president,

Career Goal When Hired by the Forest Service:

Be a successful wildlife biologist

Things I Wish I had Learned in College:

marketing, team dynamics, leadership, silviculture

Other Thoughts on Career Development:

Help in understanding agency culture and how to fit in.
How to balance personal life with professional life
How to seek mentoring and use it.
Always plan strategically - where want to be in 5 years from now
Seek broad experience and change regions across the Nation.
Never say you won't go somewhere or you will not like a place or assignment because you likely will like it and benefit by it and to not do it will likely limit you substantially.

Name: Wayne R. Nicolls
Current Position: Public Affairs Director, Alaska Region

Education (University, Degree, Year of Degree):

University of Minnesota
B.S., Forestry 1961

Forest Service Experience:

1961-1963	Forest Inventory, Ottawa NF, MI; Superior NF, MN, (GS-5/7)
1963	Lands Forester, Boundary Waters Canoe Area Acquisition Project, Superior NF, (GS-7)
1964	Watershed Forester, Superior NF, (GS-9)
1965-1968	District Ranger, Hayward, Chequamegon NF, WI, (GS-11)
1968-1970	Lands Staff Officer, Superior NF, MN, (GS-12)
1970-1973	Lands, Minerals, Information Office, Shawnee NF, IL, (GS-12)
1973-1974	Recreation, Fire Staff Officer, Chippewa NF, MN, (GS-12)
1974-1977	Asst. Info. Director, Intermountain Region, Ogden UT, (GS-13)
1977-1980	Nat'l Coordinator, Cooperative Outdoor Environmental Programs, Chief's Office, Wash., DC, (GS-13)
1980-1983	Boundary Waters Canoe Area Special Projects Coordinator, (SP&F) Superior NF, MN, (GS/GM-13)
1983-1987	Director, Office of Information/Public Affairs Office, Southwestern Region, Albuquerque, NM, (GS-14)
1987-	Public Affairs Director, Alaska Region

Other Work Experience:

U.S. Army 1959-1961

Awards/Recognition:

Cash Award	1965, Improvement Suggestion
Honor Award	1968, Ranger District Employees
Cash Award	1982, Outstanding Performance, Superior NF
Appreciation	1982, Minnesota Society of American Foresters, Membership Chair
Appreciation	1983, Minnesota Society of American Foresters, State Chair

Community/Professional Society Involvement:

Society of American Foresters (SAF) Member since 1961
SAF National Membership Chair 1982-1984
SAF State Chair (Minn) 1983
SAF SW Society Chair - Elect 1987
Variety of Community & Church involvement, Little League Congregation chair, trustee, deacon, lay minister

Career Goal When Hired by the Forest Service:

Working Professional Forester

Things I Wish I had Learned in College:

People Management Basic Skills Mentor others and help others along.

Other Thoughts on Career Development:

Concentrate on professional, ethical, productive performance of your current assignment; your value on the job is your best endorsement for advancement to future assignments. Seek broad, geographical and organizational knowledge and experience through varied specialized assignments as opportunities are presented. Keep open to any reasonable and challenging possibilities. Develop recognition of the premise that the consistent desirable accomplishment of the whole organization is perhaps the most recognizable testimonial to the value and stature of any and all individuals (yourself) within it. This equates to the idea that you do your best for the Forest Service to make it good and it will do its best by you: you get out of anything what you put into it in the long run.

Name: William G. Edwards
Current Position: Regional Director of Lands Minerals and Watershed Management

Education (University, Degree, Year of Degree):

Michigan State University, M.S. - Natural Resource Administration, 1973
Colorado State University, B.S. - Forest and Range Management, 1963

Forest Service Experience:

1963-1966	Assistant Ranger, Ruidoso RD - Lincoln NF R3
1966-1970	District Ranger, Coyote RD - Santa Fe NF R3
1970-1972	District Ranger, Silver City RD - Gila NF R3
1972-1973	Michigan State University, MS Program
1973-1977	Forest Planner, Apache-Sitgreaves NF R-3
1977-1981	Program Budget System Development, PD&B WO
1981-1984	Budget Officer, RO R10
1984-1985	Recreation Group Leader, RO R-10
1985-	Director, Lands Minerals and Watershed Management, RO R-10

Other Work Experience:

USDA FS Forestry Support Program - Honduras and Ecuador - 1989 and 1990
USAID Forestry Support Project - Ecuador - 1984 and 1985
US - Spain Cooperative Project - Spain 1976 - 1977

Community/Professional Affiliations:

Society of American Foresters
Society for Range Management
Lions Club
Boy Scouts District Council
US Coast Guard Auxilliary
National Ski Patrol
numerous social organizations

Career Goal When Hired by the Forest Service:

District Ranger

Things I Wish I had Learned in College:

More about people, communications and organizations. Technical knowledge helps get started but communications, people, behavioral and organizational skills are critical in the long term.

Other Thoughts on Career Development:

Take advantage of as many opportunities to do different things and work with as many different people as you can. They are wonderful experiences even if not your particular cup of tea. You will always learn something new about yourself and others that will be valuable later on. No matter what you do - have fun doing it!

Name: Robert Merrill Muth
Current Position: Regional Social Scientist

Education (University, Degree, Year of Degree):

Univ. of Wash., BA (History), 1973.
Univ. of Wash., MPA (Natural Resources), 1975.
Univ. of Wash., Ph.D. (Forest Management--Nat. Res. Sociology), 1985.

Forest Service Experience:

1970-1975 Social Science Research Tech (GS-4/5), Wildland
Recreation Research Project, PNW Experiment Station
1978-1979 National Social Impact Assessment Coordinator (GS-11),
Roadless Area Review and Evaluation, Washington, D.C.
1979-1990 Regional Social Scientist (GS-12), Alaska Region, Juneau

Other Work Experience:

Research Asso., College of Forest Resources, Univ. of Wash., 1976-1977.
Intern, U.S. House of Representatives, 1977.
Intern, Policy Analysis Staff, U.S. Forest Service, Washington D.C., 1976

Community/Professional Affiliations:

Chair, Juneau Chapter, Society of American Foresters, 1988.
Treasurer, Section on Natural Resource and Environmental Administration,
American Society for Public Administration, 1983-1987.
Member, Xi Sigma Pi (National Forestry Scholastic Honorary).
Member, Society of American Foresters.
Member, American Fisheries Society.
Member, Rural Sociological Society.
Charter Member, Human Dimensions in Wildlife Study Group.

Career Goal When Hired by the Forest Service:

To participate in a program of social research focusing on different
aspects of the interface between human and natural resource systems.

Things I Wish I Had Learned in College:

Eastern Mysticism, French, the piano.

Other Thoughts on Career Development:

The world is rapidly changing. Natural resource professionals must learn to anticipate, help shape, and respond to changing social values. To achieve this requires knowledge and skills that go beyond the technical training afforded by traditional forestry-related educations. Natural resource professionals must acquire the relevant ideas, concepts, methods, and analytical tools provided by economics, sociology, anthropology, history, philosophy, business, psychology, political science, and law. To apply this new information effectively in service to the public, natural resource managers of the future must develop the ability to think globally, think critically, and think strategically. To do otherwise, and we risk being forever relegated to flagging trees, tagging salmon. and counting deer pellets, rather than providing leadership in natural resource policy and management.

Name: Gerald H. Clark
Current Position: Regional Archeologist

Education (University, Degree, Year of Degree):

University of Alaska, Fairbanks - 1958-60
University of Oregon - B.A. (foreign languages), 1963
University of Oregon - M.A. (anthropology), 1968
University of Oregon - Ph.D (anthropology), 1974

Forest Service Experience:

1975-present Regional Archeologist (GS-193-12), RSCR, R10

Other Work Experience:

Service Station Attendant
Janitorial Assistant
Waiter
Summer archeological projects in Alaska, Oregon, California
Instructor, general anthropology: Lane Community College (Eugene), Umpqua
Community College (Roseburg), University of Oregon (Eugene)
I have also labored under the hot sun picking strawberries in the
Willamette Valley; hard on the back and legs, but teaches humility.
Hospital Orderly (Surgical)
Crew Chief, Trans-Alaska Pipeline System archeological survey (Alaska
Methodist University)
Instructor (general anthropology), University of Nebraska at Omaha

Community Affiliations:

City and Borough of Juneau Historic District Advisory Committee (Chair)
Eugene Mountain Rescue
Gastineau Channel Historical Society
Juneau Amateur Radio Club
United States Coast Guard Auxiliary

Professional Affiliations:

Alaska Anthropological Association
Alaska Historical Society (on the Board of Directors, 1984-89)
American Quaternary Association
Canadian Archaeological Association
Geological Society of America
Society for American Archaeology
Society for History in the Federal Government
Society of Professional Archeologists

Career Goal When Hired by the Forest Service:

To become a professor of anthropology, do archeological field work in the
summer and research and teaching in the winter. I put this on 'hold' when
I went to work for the Forest Service, then later ditched the idea.

Things I Wish I had Learned in College:

To read, write, and speak Russian and one other foreign language well; to play the piano and maybe also bagpipes; history of western North America; the arts of negotiation and cross-examination; that there was such a thing as 'cultural resources management,' as well as traditional 'academic archeology.' This discovery was the greatest surprise in my transition from college to non-academic employment.

Other Thoughts on Career Development:

It is beneficial to have reasoned, attainable career goals, but the world changes so quickly that you should be able to redirect your career track on fairly short notice. Do not hesitate to avail yourself of out-service education and training if you can afford it; it is important, however, to avoid 'fad' job classes.

If you aspire to be something more than a technician, get plenty of liberal arts education; for that matter, get a solid exposure to liberal arts even if all you want to be is a technician (there is nothing wrong with that) -- you probably will be a happier, more balanced person in the long run.

Get involved in community or professional service activities, or hobbies. These are important 'sanity retention' devices to tide you over those times when you feel the job does not provide a sense of self-worth or of doing something worthwhile.

Name: Max Copenhagen
Current Position: Watershed Group Leader, Regional Office

Education (University, Degree, Year of Degree):

University of California, Berkeley; B.S. Forestry, 1969
Humboldt State, Arcata; M.S. Watershed, 1974

Forest Service Experience:

1974-1975	Forester (GS-5), Canyon RD, Clearwater NF, R1
1975-1979	Hydrologist (GS-7/9), Entiat RD, Wenatchee NF, R6
1979-1980	Hydrologist (GS-11), Angeles NF, R5
1980-1984	Resource Officer (GS-11), Mt. Baldy RD, ANF, R5
1984-1988	Hydrologist (GS-12), Angeles NF, R5
1988-	Watershed Group Leader (GS-13), RO, LMW, R10

Other Work Experience:

U.S. Army, Platoon Leader, Alaska and Vietnam, 1970-1971
Forester, Emerson Logging Co., Sutter Creek, CA., 1972

Career Goal When Hired by the Forest Service:

To be a good Forest Hydrologist and see as much of the country as possible.

Things I Wish I had Learned in College:

Administrative law, public involvement (relations), conflict resolution, motivation psychology, group dynamics, computers.

Other Thoughts on Career Development:

My advice is to be an opportunist, take strange jobs and be willing to work just about anywhere (especially the first 10 years). Take laterals after a few years in the same job, or become actively involved in collateral duties (like civil rights or facilitation). Either through experience or vested interest, I am suspicious of anyone who has not worked at the District and Forest level for a while. The traditional part of me says this is an important grounding experience and I know it was good for me. I encourage people to stay on the District as long as you possible, consistent with career goals, because those relationships and memories will be an important source of information and direction later. It is also important for everyone to understand the informal organization, to be be part of it, and use it. Be willing to take risks, and push the apparent limits to get things going or changed.

Name: Steven A. Brink
Current Position: Supervisory Natural Resource Planner

Education (University, Degree, Year of Degree):

B.S., Civil Engineering, Univ. of Calif., Davis, 1971
Graduate work in Forest Engineering, Oregon State Univ., 1979
Rock Mechanics Methods, Sacramento State Univ., 1973

Forest Service Experience:

1968-1974	Civil Engineer, Roads (GS-3-9), Eldorado NF, R5
1974	Civil Engineer, Road Recon (GS-9), Inyo NF, R5
1975-1978	Transp. Engineer (GS-11), Six Rivers NF, R5
1978-1981	Logging Engineer (GS-12), Stanislaus NF, R5
1981-1985	Forest Engineer (GS-13), Tongass NF, Sitka, R10
1985-1987	Preconst. Road Engr. (GS-13), Regional Office, R5
1987-1988	Transp. Planner (GS-14), Washington Office, W0
1988	Land Mgt. Planner, Appeals (GS-14), Washington Office, W0
1989-	Tongass Plan Revision Team Leader Regional Office R10

Other Work Experience:

Forest Engineering Institute, Oregon State University, March, 1976
Course Coordinator for R5 Forest Engineering Institute at Humboldt State University, March, 1981

Career Goal When Hired by the Forest Service:

Regional Engineer

Things I Wish I had Learned in College:

Group Dynamics
Self Esteem
Negotiation
Citizen Participation
Political Process (legislative, executive, judicial)

Other Thoughts on Career Development:

Mobility is a key element that we no longer stress enough. It used to be stressed a lot in the 1970's but was deemphasized in the 1980's. In my opinion, moves to new positions every 3 or 4 years has been the most important part of my development in the agency. Anyone who is not mobile, will likely never reach high levels in the agency because of the lack of breadth of experience.

Name: Steve Zeckser
Current Position: Acting Group Leader, Property and Procurement

Education (University, Degree, Year of Degree):

Kansas State University
B.S. Business Administration, 1971

Forest Service Experience:

1979-1990 (GS-1102-12), Management Services, R-10

Other Work Experience:

7 years procurement experience with other agencies.

Community/Professional Affiliations:

Delta Tau Delta
Quill and Scroll
Big Brother/Big Sister Program (Spokane)

Career Goal When Hired by the Forest Service:

Administrative Services Director

Things I Wish I had Learned in College:

Employee relations; Advanced
accounting; physical science electives

Other Thoughts on Career Development:

Take pride in your work; treat others as you want to be treated; give others credit when due; be dependable, honest, admit mistakes; work "with" others, don't "use" others; set attainable goals.

Name: Jere Christner
Current Position: Fish, Wildlife & Watershed Staff Officer

Education (University, Degree, Year of Degree):

Colorado State Univ.

Utah State Univ., 1965
B.S., Forestry

Utah State Univ., 1967
M.S., Hydrology

Forest Service Experience:

1969-1970	Hydrologist (GS-9), Regional Office, R2
1970-1974	Hydrologist (GS-11), Grand Mesa, Uncompahgre, Gunnison NF, R2
1974-1977	Forest Planner (GS-11), Toiyabe NF, R4
1977-1985	Forest Hydrologist (GS-12), Willamette NF, R6
1985-	Fish, Wildlife & Watershed Staff Officer (GM-13), Tongass NF

Other Work Experience:

Nevada Division of Forestry
Bureau of Land Management
US Army

Awards/Recognition:

Cash Award Willamette NF for cost savings
Cash Award Chatham Area for TSPIRS

Community/Professional Society Involvement:

Present- Rotary Club, Boy Scout Committee, High School Parents Committee, American Fisheries Society, American Institute of Hydrology, American Water Resources Association

Previous- Metro Waste Water Tech Committee, Explorer Scout Unit Leader, Society of American Foresters, Range Society, Soil Conservation Society, Western Snow Conference

Career Goal When Hired by Forest Service:

To gain experience in my discipline and then consider employment in the private sector and other agencies

Things I Wish I had Learned in College:

More writing and speaking skills
Management, personnel and problem solving skills
One or more foreign languages

Other Thoughts on Career Development:

Take responsibility for your actions.

Be willing to try new ways of doing things.

Be willing to risk doing something wrong.

Stay in a job long enough to see the results of your work.

Keep your job in proper relationship to other aspects of your life.

If you commonly cannot get your job done in a 40-hour week you need to check to see if you are doing unimportant tasks, are not working efficiently, or need to have your boss provide additional help.

Name: Joette Storm
Current Position: Public Affairs Officer

Education (University, Degree, Year of Degree):

University of Illinois, B.S. Journalism, post grad work at John Marshall Law School

Forest Service Experience:

1988- Public Affairs Officer (GS 12), Chugach NF, R10

Other Work Experience:

Chicago Tribune - reporter
Carson, Pirie Scott & Co. - advertising
Anchorage Times - reporter
Murray Kraft and Rockey Public Relations
Storm Enterprises Public Relations - owner, operator
Bureau of Land Management - public affairs officer

Community/Professional Affiliations:

Susitna Girl Scout Council - Board of Directors
Anchorage Committee for Resource Education - Board, past president
Anchorage Economic Development Commission 1973
Anchorage Audubon Society - Board 1975
Public Relations Society of America - Board, current president
Trailside Discovery Camp - Board
Hillcrest Day Care Center - Board
Chugach Optional School PTA - past president
Conflict Resolution Center - mediator and arbitrator 1982-88
AAA arbitrator

Career Goal When Hired by the Forest Service:

To learn new approaches to resource management and to conduct public relations programs of a high standard.

Things I Wish I Had Learned in College:

How to set goals and objectives; principles of public relations; managerial principles.

Other Thoughts on Career Development:

Details can be a very important learning opportunity for one in federal service. I have personally benefitted from this method both on task forces and from filling in for a peer. Early in my career with the BLM, I attended many meetings just trying to learn about the agencies mission and programs. This was akin to attending lectures, but I learned a lot about what the agency does.

Name: Lee Nightingale
Current Position: Administrative Officer

Education (University, Degree, Year of Degree):

University of Kansas, B.A., 1977 (Majors: Personnel Administration and Political Science)

Forest Service Experience:

1981-1983	Personnel Officer (GS-9/11), White River N.F., R2
1983-1987	Administrative Officer (GS-11), Boxelder CCC, Black Hills N.F., R2
1987-1989	Administrative Officer (GS-12), Bighorn N.F., R2
1989-	Administrative Officer (GM-13), Tongass N.F., R10

Other Work Experience:

Hydrologic Technician (GS-3/4), U.S. Geological Survey
Personnel Clerk (GS-4/5), U.S. Geological Survey
Pos. Class. Special. (GS-5/7), U.S. Geological Survey
Personnel Mgt. Spec. (GS-7/9), Office of Personnel Mgt.

Community/Professional Affiliations:

Junior Achievement (teaching economics class for 8th graders for several weeks); Rotary. Earlier in my career and before my husband and I were raising a child, I volunteered considerable time in the community through the Federation of Business and Professional Women, Federally Employed Women, Alpha Delta Pi, and the American Association of University Women.

Career Goal When Hired by the Forest Service:

Regional Director of Personnel

Things I Wish I had Learned in College:

I worked two jobs to get through college. Wish I could have just attended school but learned some valuable lessons from the job too.

Other Thoughts on Career Development:

When someone asked me what my goals were, I never hesitated to tell them. Let people know what you have to offer.

Name: Walter A. Dortch
Current Position: Planning Staff Officer

Education (University, Degree, Year of Degree):

B.A. History, B.A. Political Science, Indiana University, 1977
B.S. Forest Management, Oregon State University, 1981.

Forest Service Experience:

1978	Forestry tech (temp) (GS-5), Paisley RD, Fremont NF, R6
1979-1980	Forester (coop-ed) (GS-5), Darrington RD, Mt. Baker-Snoqualmie, R6
1981-1985	Forester (GS-5/7/9), Darrington RD, Mt. Baker-Snoqualmie, R6
1985-1989	Forester (GS-11), SO (L&M), Baker-Snoqualmie, R6
1989-	Planning Staff (GS-12/13), Ketchikan Area, Tongass NF, R10

Community/Professional Affiliations:

SAF, various community support activities

Career Goal When Hired by the Forest Service:

District Ranger, now CHIEF.

Things I Wish I had Learned in College:

More study of law, particularly environmental law.

Other Thoughts on Career Development:

Work hard, give your best on every assignment. Enthusiasm and good humour will carry many a day.

DO YOUR HOMEWORK. Challenge from a position of knowledge of both existing conditions and the history of the process or policy you want to change.

Look for projects that have beginnings and ends that have specific objectives that YOU are responsible for achieving and can honestly claim credit for.

Celebrate the contributions of others who make things happen the way you want them to.

Support the concept of democratic centralism. Do not compromise your position in the debate leading to the decision made by YOUR boss. Give this your best. Accept and support decisions after they have been made. Look to future opportunities to achieve what you want if the present call does not go your way.

Do not close your eyes and ears to the opinions of others who challenge what you believe. Take the time to check out their position and facts.

Remember who it is you serve.

Name: Bob Latham
Current Position: RLM&W Staff Officer, Ketchikan Area

Education (University, Degree, Year of Degree):

Oregon State University, 1969
B.S., Forest Management (Recreation Option)

Forest Service Experience:

Pre-1969	Temporary Forestry Tech, GS-3, 4, & 5
1969-1970	Pre-sale Forester (GS-7), Pine RD, Wallowa-Whitman NF, R6
1970-1975	Rec Forester (GS-9), Baker RD, Wallowa-Whitman NF, R6
1975-1976	Resource For (GS-9), Packwood RD, Gifford Pinchot NF, R6
1976-1979	Resource Asst (GS-11), Oakridge RD, Willamette NF, R6
1979-1982	District Ranger (GS-12), Tieton RD, Wenatchee NF, R6
1982-1985	District Ranger (GS-12), Snow Mountain RD, Ochoco NF, R6
1985-1989	Monument Manager (GS-12), Misty Fiords NM, Tongass NF, R10
1989-	RLM&W Staff Officer (GM-13), Ketchikan Area, Tongass NF, R10

Other Work Experience:

U.S. Navy
Weyerhaeuser Co.
Surveying
Tussock Moth Spray Project
Project Fires

Awards/Recognition:

Certificate of Merit, 1986
Certificate of Merit, 1988

Community and Professional Society Involvement:

Ketchikan Visitors Bureau
Chamber of Commerce
Southeast Center Board
Visitor Industry College Board

Career Goal When Hired by the Forest Service:

District Ranger

Things I Wish I had Learned in College:

More history, humanities, public administration, business administration
and sociology

Other Thoughts on Career Development:

Set goals early, make them high, then chart a course to get there.

Name: John C. Sherrod
Current Position: Planning Staff Officer, Chatham Area

Education (University, Degree, Year of Degree):

University of Georgia, 1960
B.S., Forestry

University of Idaho, 1980
M.S., Forest Resources

Forest Service Experience:

1962-1964	Forester, Kettle Falls RD, Colville NF, R1
1964-1965	Liaison Officer, Sullivan Lake RD, Colville NF, R1
1965-1967	Resource Forester, Republic RD, Colville NF, R1
1967-1972	Assistant District Ranger, Sioux RD, Custer NF, R1
1972-1974	Leader, Dakotas Planning Team, Custer NF, R1
1974-1975	Planner, Gallatin NF, R1
1975-1981	Planning Staff Officer, Helena NF, R1
1981-1984	Planning Staff Officer, Chugach NF, R10
1984-1984	District Ranger, Sullivan Lake RD, Colville NF, R6
1984-1988	Planning Team Leader, Willamette NF, R6
1988-	Planning Staff Officer, Chatham Area, Tongass NF, R10

Other Work Experience:

Meteorological Observer - U.S. Army Signal Corps
Ft. Huachuca, Arizona and Nevada Test Site 1960-1962

Awards/Recognition:

1971 - Cash Performance Award - Special Studies
1975 - Cash Performance Award - Land Management Planning
1978 - Cash Performance Award - Sustained Perf. & Acting Forest Supervisor
1982 - Cash Performance Award - Land Management Planning
1984 - Cash Performance Award - Land Management Planning
1987 - Cash Performance Award - Land Management Planning

Community and Professional Society Involvement:

Society of American Foresters
Scouter, Boy Scouts of America
National Eagle Scout Association

Things I Wish I had Learned in College:

Environmental Law

Name: Patrick J. S. Tierney
Current Position: Forester/Silviculture

Education (University, Degree, Year of Degree):

Rutgers University
B.S. Natural Resource Management, 1978.

Forest Service Experience:

1980-1982	Surveyor (GS-5/7/9), TNF, SO, 04
1982-1985	Forester (GS-7), TNF, ARD, 04
1985-	Forester (GS-9), TNB, R10

Other Work Experience:

USDI-NPS, Gateway NRA, Sandy Hook Unit, 1979-1980. Naturalist/Historian.
James M. Vardaman & Co., Jackson Miss., Memphis Office, 1979. Forester.

Community/Professional Affiliations:

SAF/AFA/NWF/NWFC/Thorne Bay Planning and Zoning Commission (4yrs service)

Career Goal When Hired by the Forest Service:

GS-11 Professional Forester

Things I Wish I had Learned in College:

How to make a million and keep working.

Other Thoughts on Career Development:

Whatever you do, enjoy it - it is your life's work!

Name: Legna Limos
Current Position: Administrative Support Assistant

Education (University, Degree, Year of Degree):

Florida State University and Interamerican University
(no degree)

Forest Service Experience:

1989- Admin Support Assist., Law Enforcement, Ketchikan Area

Other Work Experience:

Computers

Community and Professional Society Involvement:

Volunteer - Southeast Symphony, Ketchikan
Softball
Ducks Unlimited

Things I Wish I had Learned in College:





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